

# CURRICULUM VITAE OF JUSTIN L TERCH

## **Educational Qualifications:**

- 2013, Master of Arts in Management (M.A.), School of Business and Technology, The College of Saint Scholastica concentrating on Human Resources and Organizational Development.
- 2013, Certificate, Human Resources Generalist, University of Wisconsin - Superior
- 2009, Bachelor of Science (B.S.), Department of Law, Politics & History, University of Wisconsin – Superior majoring in Legal Studies.

Honors: Dean’s List; All-American Mediator, 2008, American Mock Trial Association

- 2009, Certificate, Conflict Resolution & Mediation, University of Wisconsin - Superior
- 2005, Associate of Arts & Associate of Science, Department of Criminal Justice, Fond du Lac Tribal & Community College concentrating on Law Enforcement and Criminal Justice.

Honors: Dean’s List; Community Achievement Award, 2005

- Additional Seminars, Courses & Trainings Outside of Degrees Listed Above:
  - I-9 & Immigration Compliance for HR, Fred Pryor, 2014
  - Legal Terminations During Protected Leave, Fred Pryor, 2014
  - OSHA Standards for Human Resources, Fred Pryor, 2014
  - Family & Medical Leave Act, Society for Human Resource Management, 2013
  - Lawsuit Proof Investigations, Society for Human Resources Management, 2013
  - Curriculum Design, Fox Valley Technical College, 2013
  - Helping Organizations Change: Overcoming Resistance, American Society of Training & Development, 2012
  - Educational Psychology (2 Credit Course), Fox Valley Technical College, 2010
  - Psychological Trauma (1 hour), University of Minnesota – Duluth, 2010

## **Teaching & Lecturing Experience**

- Adjunct Instructor (Formerly Guest Lecture), University of Wisconsin – Superior, Center for Continuing Education, Mediation & Conflict Resolution Certificate Program.
  - Taught two, 400 level 3-credit courses each summer between 2011 until Present
- Adjunct Instructor, Fox Valley Technical College, Department of Criminal Justice, Private Detective Certificate Program.
  - Introduction to Investigations (Full Semester Course, 3 credits)
  - Fall Semester of 2008, 2009, 2010, 2011, 2012, 2013 ▪  
 Spring Semester of 2008, 2009, 2010, 2011, 2012, 2013, 2014

## Employment History

- 2013 – Present: Director of Human Resources, NHS-Northstar Specialized Services, Inc
- 2009 – Present: Principal, Terch & Associates LLC
- 2004 – 2009: Managing Investigator, Applied Professional Services

## Publications

- *Interest Arbitration in Minnesota: An Analysis of Arbitrator Decision in Interest Disputes*, The College of Saint Scholastica, January 2014
- *Use of Role Play in Teaching & Learning Conflict Resolution Skills*, Publication Pending in Collaboration with Dr. Maria Cuzzo of UW-Superior
- *Conflicts Are More Process Than Event*, Forum Communications, December 3, 2010
- *Separate The People From The Problems*, Forum Communications, November 7, 2010